



Republic of the Philippines
TANZA WATER DISTRICT
A. Soriano Highway, Tanza, Cavite
Tel. Nos.: (046) 484-1813 loc 807 / (046) 505-2906

**GUIDELINES/MECHANICS IN RANKING OFFICES/DELIVERY UNITS
FOR THE GRANT OF PERFORMANCE-BASED BONUS (PBB) FY 2017**

The Tanza Water District (TWD) shall use the guidelines set forth in the Memorandum Circular (MC) No. 2017-1 dated March 9, 2017 of the Inter-Agency Task Force on the Harmonization of National Government Performance Monitoring, Information and Reporting Systems on the Guidelines on the Grant of Performance -Based Bonus (PBB) for Fiscal Year 2017 under Executive Order (EO) No. 80 and EO No. 201.

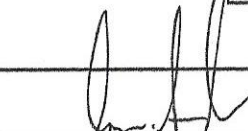
In determining the next appropriate grouping or clustering of delivery units, TWD shall consider similarities and relationship of tasks and responsibilities. Moreover, delivery units eligible to the PBB shall be forced ranked according to the following categories:

RANKING		PERFORMANCE CATEGORY
TOP	10%	BEST delivery unit
NEXT	25%	BETTER delivery unit
NEXT	65%	GOOD delivery unit

The Tanza Water District shall use the CSC - Approved Strategic Performance Management System (SPMS) in rating the performance of its First and Second Level officials and employees.

The PBB rates of individual employees shall depend on the performance ranking of the delivery unit where they belong, based on the individual's monthly basic salary as of December 31, 2017, but not lower than Php 5,000.00.

PERFORMANCE CATEGORY	PBB as % of Monthly Basic Salary
BEST DELIVERY UNIT (10%)	65%
BETTER DELIVERY UNIT (25%)	57.50%
GOOD DELIVERY UNIT (65%)	50%


KAREN P. MAESTRADO
DMB - AGSD

Date: JAN 31 2018


Engr. MYRNA P. BOBADILLA
General Manager

Date: JAN 31 2018

REPORT ON RANKING OF OFFICES / DELIVERY UNITS

Department / Agency: TANZA WATER DISTRICT

Details for Head of Agency			
Name	Salary Grade	Months in Service in 2016	Amount of PBB
Engr. Myrna P. Bobadilla	27	12 months	56,698.85

Ranking	Name of Delivery Units	Rate of accomplishment of targets (in %)	Ranking of Employees			
			Names of Employee	Salary Grade	Months in Service in 2016	Amount of PBB
2.1 Best (10%)	Administrative and General Services Division	124.6667%	Arca, Marvin M.	8	12 months	10,281.70
			Bautista, Inocencio Jr. A.	8	12 months	10,281.70
			Bernardo, Adrielie C.	10	12 months	11,841.05
			Bobadilla, Leonides M.	12	12 months	13,901.55
			Custodio, Jay M.	8	12 months	10,281.70
			dela Cruz, Paul Grayson A.	6	12 months	9,003.15
			Maestrado, Karen P.	23	12 months	37,901.50
			Montano, Ara H.	6	12 months	9,003.15
			Vista, Samuel O.	12	12 months	13,901.55
			TOTAL BEST			126,397.05
2.2 Better (25%)	Accounting and Cash Management Division	105.5714%	Alagon, Gladys P.	8	12 months	9,095.35
			Arca, Maureen A.	6	12 months	7,964.33
			Arenal, Chelsea S.	13	12 months	13,372.78
			Bobadilla, Melanie P.	23	12 months	37,901.50
			Custodio, Michelle G.	15	12 months	15,849.88
			Joya, Jeffrey Carlo A.	4	12 months	6,989.13
			Olaes, Laarni S.	14	12 months	14,541.75
			San Juan, Jason M.	8	12 months	9,095.35
			TOTAL BETTER			114,810.05

REPORT ON RANKING OF OFFICES / DELIVERY UNITS

Ranking	Name of Delivery Units	Rate of accomplishment of targets (in %)	Ranking of Employees			
			Names of Employee	Salary Grade	Months in Service in 2016	Amount of PBB
2.3 Good	Water Resources, Planning and Design Division	102.51%	Abeledo, Shirley F.	4	12 months	6,077.50
			Badion, Jefferson A.	6	12 months	6,925.50
			Fojas, Elcid M.	4	12 months	6,077.50
			Jordan, Benner F.	4	12 months	6,077.50
			Linis, Nelson V.	4	12 months	6,077.50
			Memije, Rowell A.	4	12 months	6,077.50
			Pareja, Wilmer P.	4	12 months	6,077.50
			Pitong, Rustico A.	8	12 months	7,909.00
			Plata, Michael S.	4	12 months	6,077.50
			Reyes, Benjamin Jr. A.	8	12 months	7,909.00
			Romano, Joselito C.	6	12 months	6,925.50
			Santillan, Jay A	4	12 months	6,077.50
			Serenio, Reomar F.	8	12 months	7,909.00
			Tamani, Warlito M.	12	12 months	10,693.50
			Tec, Erwin A.	16	12 months	19,528.60
			Urias, Roy C.	6	12 months	6,925.50
	Customer Accounts and Services Division	100.00%	Aducal, Raul D.	12	12 months	10,693.50
			Arca, Jhello D.	6	12 months	6,925.50
			Arenal, Mira Iris H.	23	12 months	37,901.50
			Cenizal, Robert C.	4	12 months	6,077.50
			Cesa, Charliza A.	4	12 months	6,077.50
			Cesa, Jojo A.	4	12 months	6,077.50
			Dela Rosa, Angelo A.	14	12 months	12,645.00
			Gonzales, Yasser Wassif J.	4	12 months	6,077.50
			Mayuyo, Rochelle A.	4	12 months	6,077.50
			Montano, Aldwin A.	4	12 months	6,077.50
			Modrigo, Jay Arr N.	6	12 months	6,925.50
			Pereña, Lorelei U.	12	12 months	10,693.50
			Sambile, Nathaniel R.	6	12 months	6,925.50
			Vila, Arnold A.	5	12 months	6,487.50
			Villaluz, Miguela A.	8	12 months	7,909.00

REPORT ON RANKING OF OFFICES / DELIVERY UNITS

Ranking	Name of Delivery Units	Rate of accomplishment of targets (in %)	Ranking of Employees			
			Names of Employee	Salary Grade	Months in Service in 2016	Amount of PBB
2.3 Good	Construction and Maintenance Division	100.00%	Aducal, Fortunato F.	10	12 months	9,108.50
			Felizardo, Ma. Ronella H.	4	12 months	6,077.50
			Gatdula, Robert V.	4	12 months	6,077.50
			Mendiola, Felicismo Jr. E.	8	12 months	7,909.00
			Robles, Nicanor O.	6	12 months	6,925.50
			Rustia, Gerry M.	18	12 months	23,200.45
			Salazar, Richard R.	13	12 months	11,628.50
			Total Good			70,926.95
TOTAL						635,750.00

Engr. MYRNA P. BOBADILLA
General Manager

31-Jan-18
Date